



YOUR SAFETY MATTERS IN OUR SMALL BUSINESS

If you are experiencing **domestic violence, sexual assault, stalking, or sexual harassment**, you have rights at work.

A Safe Workplace Means:

- You can report concerns or unsafe situations without retaliation
- You have access to safety information and support resources
- You are protected from harassment, abuse, and intimidation

You Should Expect:

- A respectful, supportive response when you ask for help
- Privacy when discussing personal or safety concerns
- Clear information about workplace policies and acceptable conduct
- Support for your safety decisions and boundaries

Know Your Options:

- You may request time off for safety-related needs, including medical, legal, or counseling appointments
- You can ask for changes to your work schedule or job duties to help keep you safe
- Protections vary by state and workplace size—it's okay to ask questions about what applies to you

Free and Confidential Help:

- **National Domestic Violence Hotline: 1-800-799-SAFE (7233) | Text "START" to 88788**
- **National Sexual Assault Hotline (RAINN): 800-656-HOPE (4673) | Online chat at www.rainn.org**

These services are available 24/7, free, and confidential. You can call or text anonymously.

Everyone deserves to feel safe at work.
Small businesses can make a big difference.

